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| **ALP Impact Team**  Action Plan | | | | | | | | | |
| **Goal/Objective:** Enhance the use of instructional practices learned through the Adolescent Literacy Project in order to improve student learning. | | | | | | | | | |
| **Support Data**   * Input from principals * Learning walk data | | **Baseline/Post-Strategy Measures**  Target survey | | | | | |  | |
| **Strategy:**   * *Empower our districts to utilize instructional coaching through:*   + self-reflection   + Video Learning Teams   + peer coaches   + instructional coaches | | | | **Research Supporting This Strategy:**   * Institute of Education Sciences – Improving Adolescent Literacy: Effective Classroom and Intervention Practices * Unmistakable Impact – Jim Knight * Instructional Coaching – Jim Knight * High Impact Instruction – Jim Knight * Focus on Teaching – Jim Knight * Explicit Instruction – Anita Archer and Charles Hughes * Worksheets Don’t Grow Dendrites – Marcia Tate | | | | | |
| **Activities to Implement the Strategy** | **Person(s) Accountable** | | **Timeline** | | | | | **Resources** | **Staff Development Outcome** |
| *Beginning* | | *End* | | |
| Finish IM protocol to get one pager | ESU 10 Teaching and Learning Team  School District Administrators | | Winter 2014 | | March 2014  **COMPLETE!!** | | | Time with school staff | Develop common language and expectations among all staff in order to create a shared understanding of educational excellence. |
| Survey - download from High Impact Instruction website to get descriptions and tweak survey | ESU 10 Teaching and Learning Team | | March 2014 | | March 2014  **COMPLETE!!** | | | Time to complete task | Ensure the survey matches the one-pager |
| **Activities to Implement the Strategy** | **Person(s) Accountable** | | **Timeline** | | | | | **Resources** | **Staff Development Outcome** |
| *Beginning* | | | *End* | |
| Practice survey administration using video and sample classrooms | ESU 10 Teaching and Learning Team | | March 2014 | | | March 2014  **COMPLETE!!** | | Time to complete task  Videos and teachers who are willing to allow us to practice | Ensure clear and consistent in administering the survey |
| Administer the target survey | ESU 10 Teaching and Learning Team | | April 2014 | | | April 2014  **COMPLETE!!** | | Survey  Time to complete task | Provide school districts with data to inform their selection of a target goal |
| Report the results of target survey to whole staff and facilitate the discussion of choosing a target goal | ESU 10 Teaching and Learning Team | | April 2014 | | | April 2014  **COMPLETE!!** | | Survey results  Time with school staff | Assist in the identification of a target goal for each district  Central Valley-Beginning/Ending Routines  St. Paul-Time on Task  Ansley-Closure  Sandhills-Technology Integration |
| Meet with all administrators | ESU 10 Teaching and Learning Team  School Administrators | | May 28, 2014 | | | May 28, 2014  **COMPLETE!!** | Time to meet | | Refine the plan for meeting the target and define expectations for ESU 10 staff roles and the teachers’ roles |
| Full staff overview reflective practice  Create a checklist for the practices directly related to the target goal | ESU 10 Teaching and Learning Team and school staff | | August 2014 | | | Central Valley 8/11/14  St. Paul  8/20/14 @ 2  Sandhills 8/13/14 @8  Ansley 8/13/14 @1:30 | half day  Time with small group school staff | | create awareness of partnership approach  Explain the choices and process for 1st semester  Create a clear, shared understanding of the practices directly related to the target goal |
| Share the checklist created in August  Practice on the target goal checklist with video (ALP video) | Creators of checklist will facilitate with all staff | | September 2014 | | | October 2014 | Time for staff meeting –  60 minutes | | Provide a common understanding of target goal and practices involved |

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| **Activities to Implement the Strategy** | **Person(s) Accountable** | **Timeline** | | **Resources** | **Staff Development Outcome** |
| *Beginning* | *End* |
| **Choice 1**  **a**: Video self 2-3 times, as determined by administrator.  **b**: watch video and reflect using form for self-reflection – give a copy to administrator. | ESU 10 Teaching and Learning Team, School Staff | 1st semester | end of 1st semester | on own | Engage in reflective practice |
| ESU 10 Teaching and Learning Team, School Staff | 1st Semester | end of 1st Semester | During regular staff meeting time (or PLC) | Engage in reflective practice |
| **Choice 2**  Focus on Teaching Book Study Group – use the Book Study Format | ESU 10 Teaching and Learning Team, School Staff | 1st Semester | end of 1st Semester | on own and during regular staff meeting time (or PLC) | Learn about reflective practice and strategies for becoming a reflective practitioner |
| Go over partnership approach and overview video learning teams | ESU 10 Teaching and Learning Team | January 2015 | January 2015 | January in-service half-day | create awareness of Video Learning Teams |
| Choice 1: ask for volunteers for VLTs and Choice 2: allow others to continue with self-reflection  Choice 3: Continue book study (?) | ESU 10 Teaching and Learning Team, School Staff | 2nd Semester | end of 2nd Semester | TBD with a minimum 2 meetings with VLT | Collaborate with others to engage in reflective practice, specifically about the practices related to the Target Goal |
| Re-administer Target Survey | ESU 10 staff | January or February 2015 | February 2015 | Survey  Time to complete task | Provide school districts with data to gauge progress toward target goal |
| Report the results of target survey to whole staff and facilitate the discussion of choosing a target goal | ESU 10 Teaching and Learning Team | February 2015 | March 2015 | Survey results  Time with school staff | Review progress toward Target Goal and adjust TG as necessary |

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| Teacher/coach will teach lesson using target strategy and videotape. ESU 10 staff and teacher/coach will watch video together and have a session using ESU staff as the coach and teacher/coach as teacher. | ESU 10 staff and teacher leader | | September 2014 | | December 2014 | |  | | | Experience the coaching process and receive feedback on target goal practices |
| Facilitate creation of checklists for all remaining areas | Staff from all 4 schools | | 2014-15 School Year | |  | |  | | |  |
|  | | ESU 10 Teaching and Learning Team | | Fall 2014 | | Summer 2015 | | Money for training and/or books | Build foundational knowledge of teacher leader | |
| Teacher/coach will teach lesson using target strategy and videotape. ESU 10 staff and teacher/coach will watch video together and have a session using ESU staff as the coach and teacher/coach as teacher. | | ESU 10 staff and teacher/leader | | ongoing until they feel comfortable in coaching process | | Once a month | |  | Experience the coaching process and receive feedback on target goal practices | |
| Assist the teacher/coach in the 6 coaching steps to enroll, identify, explain, model, observe, and explore. | |  | | when they are ready | |  | |  |  | |
| Re-administer Target survey to see if it works | |  | | Spring ’15 or sooner if requested | |  | |  | Evaluate progress toward target goal | |
| Have a video tape of administrator teaching a lesson and model a coaching session by videotape. ??????????????? | | ESU 10 staff and school staff | | September ‘15  or August in-service  staff meeting | |  | |  |  | |
| Use a video tape of a teacher using the strategy and have staff use the checklist to give feedback. ????????????????? | |  | | October staff meeting | |  | |  |  | |